May 2011 Staff Council Officer Report

Union Update:
ASEA (for non-supervisors, non-confidential)
Staff members are encouraged to go to http://www.alaska.edu/labor/union-organizing/ to view various correspondence between ASEA and UA. Links include the April 25, 2011 correspondence from Jim Duncan of ASEA in response to the April 11, 2011 email sent out to UA Staff from Beth Behner, discussing the organizing efforts by ASEA. Mr. Duncan discusses compliance and legal issues addressed in Ms. Behner's email. Additionally, ASEA has filed an unfair labor practice charge on UA. The petition and UA's response to the unfair labor provides a very thorough overview of all petitions and correspondence with the two groups.

APEA (supervisors)
APEA has hired an organizer for organizing supervisors. APEA is in the initial stages and have only requested contact information for supervisors. Beth Behner stated that UA has been working with APEA to supply requested information.

Staff Alliance Motions: Pending Staff Alliance Motions sent to President Gamble for Review:

Motion 2011-6 endorses the Staff Health Care Committee motion that the university begin the process of considering potential plan changes at the beginning of the fiscal year preceding the year in which the changes would be implemented. This would improve the process of considering potential plan changes and allow more time for review and revision.

Motion 2011-7 relating to UA health care plan changes endorses the Staff Health Care Committee motion that open forums on proposed health care plan changes be held on campuses in early November to allow employee input while changes can be made, followed by spring forums to discuss the final changes.

Motion 2011-8 related to proposed tuition waiver changes and recommends that no changes be made to the employee tuition waiver benefit until participative process involving staff governance and other affected parties has has the opportunity for input. The motion further recommends that no changes go into effect before January 2012.

Performance Evaluation Update:
Comments from the MAU Governance groups were gone through and updated on the form. It was evident that it would be best to actually separate the form out into two forms; one for supervisors and the other for non-supervisors. The next phase is to roll out the forms for trial use and get feedback on the forms. Once the feedback is received and another look is taken, then the form will be sent to the Business Council.

Staff Awards:
The following staff recognition awards will be given during the UAF Staff Appreciation Day awards ceremony on May 19, 2011: Chancellor's Cornerstone Award, Peggy Wood Award, and...
Outstanding Staff Council Award. Subcommittees met in early May to make recommendations.

Staff Makes Students Count count will be awarded by President Gamble at the June Board of Regents Meeting.

Google Groups Email: Message from Karl Kowalski on 4/28/2011

Web Time and Grant Reporting Update:
A pilot for the electronic timesheets for non-exempt employees is planned to start in August 2011. A pilot for exempt and faculty is planned to start November 2011. Vicki Gilligan will give an update to Staff Alliance in September.

Performance Evaluation Update:
Statewide Human Resources (SWHR) and the Human Resources Council (HRC) have reviewed recommendations from all MAUs and have incorporated the changes approved by the HRC. There are now two forms one for supervisory employees and one for non-supervisory employees, these evaluation forms will be forwarded to the the MAUs for use and feedback. (See attached).

Dependent Audit Update:
Statewide HR is now in the final response period for employees missing documents. At the end of May, ConSova will provide SWHR with updated statistics and which they will review the circumstances of each case ConSova recommends that a dependent be considered ineligible. Only after that review is completed will any dependents be involuntarily removed from health care.

As of 4/15/11, UA is at a 96% response rate on the employee level and a 95% response rate on the dependent level. Of 5017 dependents, UA has a completed status for 2546 employees. There are 163 employees who have incomplete information (for 191 dependents) and 28 self-declared ineligible dependents. There are 123 nonresponding employees, with 252 dependents.

Administrative Review Committee:
This committee is currently process mapping the following processes: travel, procurement, on boarding and sponsored programs.

UAF Logo Changes:
UAF is undertaking an identity and branding awareness project under the direction of Marketing and Communications, with assistance from the Nerland Agency out of Anchorage. Marketing and Communications is pulling together a campus-wide Strategic Marketing Committee (SMC). Departments using the university logo for print or electronic communications should be using the UAF logo which emphasizes the word “Alaska.” The logo that emphasizes the word “Fairbanks” is being retired and should no longer be used. The correct logo, and guidelines regarding its
usage, can be found at www.uaf.edu/marketing/standards/graphic/logo/. For more information on the proper use of the UAF logo, please contact Jan Stitt at fyllogo@uaf.edu.
May 23, 2011

Maria Russell
Chair, Staff Alliance
University of Alaska
System Governance Office
P.O. Box 757780
Fairbanks AK 99775-7780

Dear Maria,

I received Staff Alliance motion #2011-8 Relating to proposed tuition waiver. Thank you for taking the time to provide me with SA’s position on this important issue.

I agree with the need to be inclusive when considering changes to the employee tuition waiver benefit. I have already requested Beth Behner and Saichi Oba to recommend who should be on a team analyzing changes to this benefit. To this team I suggest we insure representation from Staff Alliance. Please provide the name and contact information for a representative from SA to Beth and Saichi.

The motion also calls for any changes to the employee tuition benefit to go “into effect no sooner than January 2012.” On this point our views diverge. This portion of the motion is too restrictive and inflexible. On one hand, it very well could be that January 2012 is the earliest changes to the program can be reasonably implemented. On the other hand, if circumstance were to arise that would make an earlier implementation clearly advantageous to the University without serious side effects, my office needs the flexibility to respond accordingly.

Technically, given only the two choices on the signature form, I must disapprove of the motion as written. However, I am very open to a revision that is less prescriptive but still meets the SA spirit and intent.

Sincerely,

Patrick Gamble
President

cc: Beth Behner, UA Chief Human Resources Officer
    Pat Ivey, System Governance Executive Officer
    Saichi Oba, Associate Vice President Student Services & Enrollment Management
    Wendy Redman, Executive Vice President University Relations
SA Motion #2011-6

MOTION Relating to UA Health Care Plan Change Process

"The Staff Alliance moves to endorse the SHCC motion that the University must begin the process of considering potential plan changes at the beginning of the fiscal year preceding the year in which the changes would be implanted. This action is effective April 12, 2011."

Rationale for Motion: To improve the process of considering potential plan changes.

Distribution: President Gamble, Joint Health Care Committee and Staff Health Care Committee

Signed: [Signature]
Chair, Staff Alliance

(Date)

Approved: 
President, University of Alaska

(Date)

Disapproved: [Signature]
President, University of Alaska

(Date)

Rationale for Disapproval:
In the case of severe and unexpected budget cuts such as those recently witnessed in the Karen 48, it could be necessary to take immediate and harsh action to comply with legislative direction. This motion would not stand up to the action required in that case.
UNIVERSITY of ALASKA

Staff Alliance

SA Motion #2011-7

MOTION Relating to UA Health Care Plan Change Process

"The Staff Alliance moves to endorse the SHCC motion that open forums on proposed health care plan changes should be held on campuses in early November to allow input while changes can be made, followed by spring forums to discuss the final changes. This action is effective April 12, 2011."

Rationale: To improve the process of considering potential plan changes.

Distribution: President Gamble and Mike Humphrey

Signed: [Signature]
Chair, Staff Alliance

Approved: [Signature]
President, University of Alaska

Disapproved: [Signature]
President, University of Alaska

President's Comments in Response

The UA Benefits office will schedule an open forum at each MAU in the Fall semester to discuss all proposed health care plan changes that have been identified at that time. An open forum will also be held each Spring semester to explain and discuss finalized health care plan changes for the upcoming fiscal year. Meetings will be held in-person or by audio/video.
SA Motion #2011-8

MOTION Relating to proposed tuition waiver

"The Staff Alliance (unanimously) recommends that no changes be made to the employee tuition waiver benefit until a participative process involving staff governance and other affected parties has had the opportunity for input, going into effect no sooner than January 2012. This action is effective April 12, 2011."

Signed: [Signature]
Chair, Staff Alliance

Date

[Signature]
President, University of Alaska

Date

[Signature]
President, University of Alaska

Date

Rationale for Disapproval: